ENVIRONMENTAL STUDIES/ENVIRONMENTAL SCIENCE AND SUSTAINABILITY (BA/MS)

Loyola's BA in Environmental Studies combines a solid base of courses in the natural sciences with course work in the social sciences to prepare students for careers in government, business, education, non-profit organizations or the media.

With our Accelerated Bachelor's/Master's Program, Loyola SES students can boost their professional credentials and save time and money by completing an undergraduate degree along with a master of science in environmental science and sustainability degree in as little as five years. The economic and academic benefits are substantial.

CURRICULUM

Environmental Studies BA students complete coursework spanning a variety of disciplines pertinent to the understanding of environmental issues.

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
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<tbody>
<tr>
<td>ENVS 137</td>
<td>Foundations of Environmental Science I</td>
<td>3</td>
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<tr>
<td>ENVS 237</td>
<td>Foundations of Environmental Science II</td>
<td>3</td>
</tr>
<tr>
<td>ENVS 238</td>
<td>Foundations of Environmental Science Lab</td>
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<tr>
<td>ENVS 200</td>
<td>Environmental Careers and Professional Skills</td>
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<td>ENVS 203</td>
<td>Environmental Statistics</td>
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<td>ENVS 280</td>
<td>Principles of Ecology</td>
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<td>ENVS 286</td>
<td>Principles of Ecology Lab</td>
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<td>PLSC 392</td>
<td>Environmental Politics</td>
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Justice and Ethics Choice

Select one of the following:

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<td>ENVS 284</td>
<td>Environmental Justice</td>
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<tr>
<td>PHIL 287</td>
<td>Environmental Ethics</td>
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<tr>
<td>THEO 204</td>
<td>Religious Ethics and the Ecological Crisis</td>
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Economics Choice

Select one of the following:

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<td>Ecological Economics</td>
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<td>ECON 328</td>
<td>Environmental Economics</td>
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Engaged Learning Choice

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<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
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<tbody>
<tr>
<td>ENVS 226</td>
<td>Science &amp; Conservation of Freshwater Ecosystems</td>
<td>3</td>
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<tr>
<td>ENVS 267</td>
<td>Bird Conservation and Ecology</td>
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</tr>
<tr>
<td>ENVS 273</td>
<td>Energy and The Environment</td>
<td></td>
</tr>
<tr>
<td>ENVS 283</td>
<td>Environmental Sustainability</td>
<td></td>
</tr>
<tr>
<td>ENVS 340</td>
<td>Natural History of Belize</td>
<td></td>
</tr>
<tr>
<td>ENVS 345</td>
<td>Conservation and Sustainability of Neotropical Ecosystems</td>
<td></td>
</tr>
<tr>
<td>ENVS 350A</td>
<td>Solutions to Environmental Problems: Water</td>
<td></td>
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<tr>
<td>ENVS 350B</td>
<td>Solutions to Environmental Problems: Biogas</td>
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<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
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<td>ENVS 350C</td>
<td>Solutions to Environmental Problems: Climate Action</td>
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<tr>
<td>ENVS 350F</td>
<td>Solutions to Environmental Problems: Food Systems</td>
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<tr>
<td>ENVS 391</td>
<td>Environmental Research</td>
<td></td>
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<tr>
<td>ENVS 395</td>
<td>Environmental Internship</td>
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Capstone Choice

Select one of the following:

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<td>ENVS 390</td>
<td>Integrative Seminar</td>
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<tr>
<td>ENVS 391C</td>
<td>Independent Environmental Research (Capstone)</td>
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</tr>
<tr>
<td>ENVS 395C</td>
<td>Environmental Internship (Capstone)</td>
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Electives

See designated elective categories below

Total Hours: 51

BA Electives

<table>
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<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
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<tbody>
<tr>
<td>COMM 260</td>
<td>Environmental Journalism</td>
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<td>ENVS 204</td>
<td>Gender, Health &amp; Environment</td>
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<td>ENVS 279</td>
<td>Climate and History</td>
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<tr>
<td>ENVS 284</td>
<td>Environmental Justice</td>
<td></td>
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<tr>
<td>ENVS 297</td>
<td>North American Environmental History</td>
<td></td>
</tr>
<tr>
<td>ENVS 298</td>
<td>Special Topics (with SES approval)</td>
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</tr>
<tr>
<td>ENVS 310</td>
<td>Introduction to Environmental Law &amp; Policy</td>
<td></td>
</tr>
<tr>
<td>ENVS 311</td>
<td>Natural Resources and Land Use Law &amp; Policy</td>
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<tr>
<td>ENVS 312</td>
<td>Water Law &amp; Policy</td>
<td></td>
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<tr>
<td>ENVS 313</td>
<td>Energy Law &amp; Policy</td>
<td></td>
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<tr>
<td>ENVS 338</td>
<td>Climate Change and Human Health</td>
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</tr>
<tr>
<td>ENVS 350A</td>
<td>Solutions to Environmental Problems: Water</td>
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<tr>
<td>ENVS 350B</td>
<td>Solutions to Environmental Problems: Biogas</td>
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</tr>
<tr>
<td>ENVS 350C</td>
<td>Solutions to Environmental Problems: Climate Action</td>
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</tr>
<tr>
<td>ENVS 350F</td>
<td>Solutions to Environmental Problems: Food Systems</td>
<td></td>
</tr>
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<td>ENVS 383</td>
<td>Human Dimensions of Conservation</td>
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<td>ENVS 391</td>
<td>Environmental Research</td>
<td></td>
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<tr>
<td>ENVS 395</td>
<td>Environmental Internship</td>
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<td>ENVS 398</td>
<td>Special Topics (with SES approval)</td>
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<tr>
<td>ENVS 399</td>
<td>Directed Readings</td>
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<tr>
<td>COMM 101</td>
<td>Public Speaking &amp; Critical Thinking</td>
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<td>COMM 277</td>
<td>Organizational Communication</td>
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<td>COMM 306</td>
<td>Environmental Advocacy</td>
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<td>COMM 322</td>
<td>Guerilla Media</td>
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<td>ENGL 288</td>
<td>Nature in Literature</td>
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<td>PHIL 287</td>
<td>Environmental Ethics</td>
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<td>PSYC 277</td>
<td>Environmental Psychology</td>
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<tr>
<td>SOCL 226</td>
<td>Science, Technology, &amp; Society</td>
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<td>SOCL 252</td>
<td>Global Inequalities</td>
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<td>SOCL 272</td>
<td>Environmental Sociology</td>
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<tr>
<td>SOCL 276</td>
<td>The Sociology and Politics of Food</td>
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<tr>
<td>SOCL 278</td>
<td>Global Health</td>
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<td>Course Code</td>
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<tr>
<td>THEO 204</td>
<td>Religious Ethics and the Ecological Crisis</td>
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</tr>
<tr>
<td>THEO 344</td>
<td>Theology and Ecology</td>
<td></td>
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</tbody>
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### Policy, Economics, and Resource Management

Select one of the following:  

- ENVS 298 Special Topics (with SES approval)  
- ENVS 300 Introduction to Public Health  
- ENVS 310 Introduction to Environmental Law & Policy  
- ENVS 311 Natural Resources and Land Use Law & Policy  
- ENVS 312 Water Law & Policy  
- ENVS 313 Energy Law & Policy  
- ENVS 332 Industrial Ecology  
- ENVS 333 Introduction to the Circular Economy  
- ENVS 335 Ecological Economics  
- ENVS 336 Design for Circular & Sustainable Business  
- ENVS 338 Climate Change and Human Health  
- ENVS 351 Introduction to Sustainability Concepts & Impacts  
- ENVS 363 Sustainable Business Management  
- ENVS 364 Sustainability Management in the Global Context  
- ENVS 383 Human Dimensions of Conservation  
- ENVS 384 Conservation Economics  
- ENVS 389 Ecological Risk Assessment  
- ENVS 391 Environmental Research  
- ENVS 395 Environmental Internship  
- ENVS 398 Special Topics (with SES approval)  
- ECON 328 Environmental Economics  
- GLST 305 Globalization and Environmental Sustainability  
- MGMT 201 Managing People and Organizations  
- PLSC 354 Global Environmental Politics

### Methods and Analysis

Select one of the following:  

- COMM 260 Environmental Journalism  
- ENVS 298 Special Topics (with SES approval)  
- ENVS 327 Food Systems Analysis  
- ENVS 352 Sustainability Assessment & Reporting I  
- ENVS 353 Sustainability Assessment & Reporting II  
- ENVS 354 Sustainability Plan Development & Reporting  
- ENVS 380 Introduction to Geographic Information Systems  
- ENVS 381 Advanced GIS Applications  
- ENVS 382 Remote Sensing  
- ENVS 384 Conservation Economics  
- ENVS 388 Applied Environmental Statistics  
- ENVS 389 Ecological Risk Assessment  
- ENVS 391 Environmental Research  
- ENVS 395 Environmental Internship  
- ENVS 398 Special Topics (with SES approval)  
- ENVS 399 Directed Readings  
- ANTH 317 Ethnographic Methods  
- BIOL 335 Intro to Biostatistics  
- COMM 231 Conflict Management and Communication  
- COMM 234 Interviewing for Communication  
- COMM 277 Organizational Communication  
- COMM 363 Research Methods in Advertising/Public Relations  
- MARK 320 Marketing for Environmental Sustainability  
- SOCL 206 Principles of Social Research  
- SOCL 301 Statistics for Social Research  
- SOCL 302 Qualitative Research  
- STAT 203 Introduction to Probability & Statistics  
- STAT 303 SAS Programming & Applied Statistics

### Environmental Electives

Choose three, at least one of which must be from List A and at least one of which must be at the 300 level:

#### List A

- ENVS 204 Gender, Health & Environment  
- ENVS 207 Plants and Civilization  
- ENVS 218 Biodiversity & Biogeography  
- ENVS 223 Soil Ecology  
- ENVS 224 Climate & Climate Change  
- ENVS 226 Science & Conservation of Freshwater Ecosystems  
- ENVS 227R Ecology of the Mediterranean Sea  
- ENVS 267 Bird Conservation and Ecology  
- ENVS 273 Energy and The Environment  
- ENVS 274 Chemistry of the Environment  
- ENVS 278 Hydrology  
- ENVS 283 Environmental Sustainability  
- ENVS 298 Special Topics (with SES approval)  
- ENVS 300 Introduction to Public Health  
- ENVS 301 Environmental Health  
- ENVS 303 Introduction to Epidemiology  
- ENVS 319 Winter Ecology  
- ENVS 320 Conservation Biology  
- ENVS 322 Invasive Species  
- ENVS 325 Sustainable Agriculture  
- ENVS 326 Agroecosystems  
- ENVS 327 Food Systems Analysis  
- ENVS 330 Restoration Ecology  
- ENVS 338 Climate Change and Human Health  
- ENVS 340 Natural History of Belize  
- ENVS 345 Conservation and Sustainability of Neotropical Ecosystems  
- ENVS 350A Solutions to Environmental Problems: Water  
- ENVS 350B Solutions to Environmental Problems: Biogas  
- ENVS 350C Solutions to Environmental Problems: Climate Action  
- ENVS 350F Solutions to Environmental Problems: Food Systems  
- ENVS 352 Sustainability Assessment & Reporting I  
- ENVS 353 Sustainability Assessment & Reporting II  
- ENVS 369 Field Ornithology  
- ENVS 380 Introduction to Geographic Information Systems  
- ENVS 381 Advanced GIS Applications  
- ENVS 382 Remote Sensing  
- ENVS 385 Introduction to Global Health  
- ENVS 387 Principles of Ecotoxicology  
- ENVS 388 Applied Environmental Statistics
ENVS 389  Ecological Risk Assessment
ENVS 391  Environmental Research
ENVS 395  Environmental Internship
ENVS 398  Special Topics (with SES approval)
ENVS 399  Directed Readings
ANTH 104  The Human Ecological Footprint
ANTH 303  People and Conservation

**List B**
COMM 260  Environmental Journalism
ENVS 279  Climate and History
ENVS 297  North American Environmental History
ENVS 298  Special Topics (with SES approval)
ENVS 310  Introduction to Environmental Law & Policy
ENVS 311  Natural Resources and Land Use Law & Policy
ENVS 312  Water Law & Policy
ENVS 313  Energy Law & Policy
ENVS 332  Industrial Ecology
ENVS 333  Introduction to the Circular Economy
ENVS 335  Ecological Economics
ENVS 336  Design for Circular & Sustainable Business
ENVS 354  Sustainability Plan Development & Reporting
ENVS 363  Sustainable Business Management
ENVS 364  Sustainability Management in the Global Context
ENVS 383  Climate and History
ENVS 384  Conservation Economics
ENVS 388  Applied Environmental Statistics
ENVS 391  Environmental Research
ENVS 395  Environmental Internship
ENVS 398  Special Topics (with SES approval)
ANTH 317  Ethnographic Methods
COMM 231  Conflict Management and Communication
COMM 234  Interviewing for Communication
COMM 277  Organizational Communication
COMM 363  Research Methods in Advertising/Public Relations
MARK 320  Marketing for Environmental Sustainability
SOCCL 206  Principles of Social Research
SOCCL 302  Qualitative Research
BIOL, CHEM, PHYS 300-level courses (with SES approval)

**Total Hours** 21

**Year 5**
The Environmental Science and Sustainability MS has the following requirements:

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
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<tbody>
<tr>
<td>ENVS 401</td>
<td>Sustainable Systems - Natural Science Perspectives</td>
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</tr>
<tr>
<td>ENVS 402</td>
<td>Sustainable Systems - Social Science Perspectives</td>
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**Completion of One of Four Concentrations:** 9-12

- **Environmental Law & Policy**
  - ENVS 411  Natural Resources and Land Use Law & Policy
  - ENVS 412  Water Law & Policy
  - ENVS 413  Energy Law & Policy

**Geographic Information Systems**
- ENVS 480  Introduction to Geographic Information Systems
- ENVS 481  Advanced GIS Applications
- ENVS 482  Remote Sensing

**Sustainable Assessment and Planning**
- ENVS 451  Introduction to Sustainability Concepts & Impacts
- ENVS 452  Sustainability Assessment & Reporting I
- ENVS 453  Sustainability Assessment & Reporting II
- ENVS 454  Sustainability Plan Development & Reporting

**Sustainable Business**
- ENVS 433  Introduction to the Circular Economy
- ENVS 435  Ecological Economics
- ENVS 436  Design for Circular & Sustainable Business
- ENVS 463  Sustainable Business Management

**Electives (for a total of 30 credit hours with required courses)** 12-15

**Natural Science and Quantitative Courses** 6

- Students will take at least two courses from the following list of electives.
  - ENVS 420  Conservation Biology
  - ENVS 422  Invasive Species
  - ENVS 425  Sustainable Agriculture
  - ENVS 426  Agroecosystems
  - ENVS 427  Food Systems Analysis
  - ENVS 430  Restoration Ecology
  - ENVS 435  Ecological Economics
  - ENVS 438  Climate Change and Human Health
  - ENVS 451  Introduction to Sustainability Concepts & Impacts
  - ENVS 452  Sustainability Assessment & Reporting I
  - ENVS 453  Sustainability Assessment & Reporting II
  - ENVS 480  Introduction to Geographic Information Systems
  - ENVS 481  Advanced GIS Applications
  - ENVS 482  Remote Sensing
  - ENVS 484  Conservation Economics
  - ENVS 487  Principles of Ecotoxicology
  - ENVS 488  Applied Environmental Statistics
  - ENVS 489  Ecological Risk Assessment
  - ENVS 491  Independent Environmental Research (upon approval)
  - ENVS 498  Special Topics (upon approval)
  - ENVS 498L  Special Topics with Lab (upon approval)
  - ENVS 499  Directed Readings (upon approval)
  - BIOL 495  Special Topics (Topic: Metagenomics)
  - BIOL 416  Limnology Lec/Lab
  - BIOL 418  Aquatic Insects Lecture & Laboratory
  - BIOL 470  Biostats & Exp Design Lec/Lab
  - MPBH 401  Environmental Health
  - MPBH 402  Public Health Practice and Management
  - MPBH 403  Introduction to Epidemiology
  - MPBH 404  Biostatistics for Health and Biological Science
Terms

- **Accelerated Bachelor’s/Master’s programs**: In this type of program, students share limited credits between their undergraduate and graduate degrees to facilitate completion of both degrees.

### Guidelines for Accelerated Bachelor's/Master's Programs

**Admission Requirements**

Accelerated Bachelor's/Master's programs are designed to enhance opportunities for advanced training for Loyola's undergraduates. Admission to these programs must be competitive and will depend upon a positive review of credentials by the program's admissions committee. Accordingly, the admission requirements for these programs may be higher than those required if the master's degree were pursued entirely after the receipt of a bachelor's degree. That is, programs may choose to have more stringent admissions requirements in addition to those minimal requirements below.

**Requirements:**

- Declared appropriate undergraduate major
- By the time students begin taking graduate courses as an undergraduate, the student has completed approximately 90 credit hours, or the credit hours required in a program that is accredited by a specialty organization.\(^1\)
- A minimum cumulative GPA for coursework at Loyola that is at or above the program-specific requirements, a minimum major GPA that is at or above the program-specific requirements, and/or appropriate designated coursework for evaluation of student readiness in their discipline.\(^2\)

Students not eligible for the Accelerated Bachelor's/Master's program (e.g., students who have not declared the appropriate undergraduate major) may apply to the master's program through the regular admissions process. Students enrolled in an Accelerated Bachelor's/Master's program who choose not to continue to the master's degree program upon completion of the bachelor's degree will face no consequences.\(^3\)

Ideally, a student will apply for admission (or confirm interest in proceeding towards the graduate degree in opt-out programs) as they approach 90 credit hours. Programs are encouraged to begin advising students early in their major so that they are aware of the program and, if interested, can complete their bachelor's degree requirements in a way that facilitates completion of the program. Once admitted as an undergraduate, Program Directors should ensure that students are enrolled using the plan code associated with the Accelerated Bachelor's/Master's program. Using the plan code associated with the Accelerated Bachelor's/Master's program will ensure that students may be easily identified as they move through the program. Students will not officially matriculate into the master's degree program and be labeled as a graduate student by the university, with accompanying changes to tuition and Financial Aid (see below), until the undergraduate degree has been awarded. Once admitted to the graduate program, students must meet the academic standing requirements of their graduate program as they complete the program curriculum.

\(^{1}\) Programs that have specialized accreditation will adhere to the admissions criteria provided by, or approved by, their specialized accreditors.

\(^{2}\) The program will identify appropriate indicators of student readiness for graduate coursework (e.g., high-level performance in 300 level courses). Recognizing differences between how majors are designed, we do not specify a blanket requirement.

### Sustainable Society and Business Courses

Student may choose from courses focused on society’s interaction with the environment: environmental law and policy, sustainable business management, and fostering sustainable societies.

- **ENVS 410** Introduction to Environmental Law & Policy
- **ENVS 411** Natural Resources and Land Use Law & Policy
- **ENVS 412** Water Law & Policy
- **ENVS 413** Energy Law & Policy
- **ENVS 432** Industrial Ecology
- **ENVS 433** Introduction to the Circular Economy
- **ENVS 436** Design for Circular & Sustainable Business
- **ENVS 454** Sustainability Plan Development & Reporting
- **ENVS 463** Sustainable Business Management
- **ENVS 464** Sustainability Management in the Global Context
- **ENVS 483** Human Dimensions of Conservation
- **ENVS 491** Independent Environmental Research (upon approval)
- **ENVS 498** Special Topics (upon approval)
- **ENVS 499** Directed Readings (upon approval)
- **MPBH 407** Public Health Policy: Concepts and Practice
- **MPP 400** Policy Design and Analysis
- **MPP 404** Public Policy Process
- **PSYC 460** Social Psychological Theory
- **PSYC 461** Attitude and Attitude Change
- **PSYC 486** Methods of Program Evaluation
- **SOCL 412** Qualitative Methods in Social Research
- **SOCL 446** Knowledge, Power & Expertise
- **SOCL 463** Sociology & Natural Environment

- **STAT 436** Topics in Biostatistics
- **STAT 407** Statistical Design
- **STAT 403** SAS Program & Applied Statistics
- **STAT 402** Statistical Methods Analysis I
- **STAT 401** Political Feasibility Analysis
- **STAT 400** Statistical Methods Analysis II

\(^3\) Students may choose from courses focused on society’s interaction with the environment: environmental law and policy, sustainable business management, and fostering sustainable societies.
3 If students choose not to enroll in the Accelerated Bachelor’s/Master’s program, they still must complete all of the standard requirements associated with the undergraduate degree (e.g., a capstone).

Curriculum

Level and progression of courses. The Accelerated Bachelor’s/Master’s programs are designed to be competitive and attractive to our most capable students. Students admitted to Accelerated Bachelor’s/Master’s programs should be capable of meeting graduate level learning outcomes. Following guidance from the Higher Learning Commission, only courses taken at the 400 level or higher (including 300/400 level courses taken at the 400 level) will count toward the graduate program.\(^1\,\,2\)

Up to 50% of the total graduate level credit hours, required in the graduate program, may come from 300/400 level courses where the student is enrolled in the 400 level of the course. Further, at least 50% of the credit hours for the graduate program must come from courses that are designed for and restricted to graduate students who have been admitted to a graduate program at Loyola (e.g., enrolled in plan code that indicates the Accelerated Bachelor’s/Master’s program, typically ending with the letter “D”).\(^3\)

In general, graduate level coursework should not be taken prior to admission into the Accelerated Bachelor’s/Master’s program. Exceptions may be granted for professional programs where curriculum for the Accelerated Bachelor’s/Master’s program is designed to begin earlier. On the recommendation of the program’s Graduate Director, students may take one of their graduate level courses before they are admitted to the Accelerated Bachelor’s/Master’s program if they have advanced abilities in their discipline and course offerings warrant such an exception.\(^4\)

Undergraduate degree requirements outside of the major are in no way impacted by admission to an Accelerated Bachelor’s/Master’s program.\(^5\)

Shared credits. Undergraduate courses (i.e., courses offered at the 300 level or below) cannot be counted as shared credits nor count towards the master’s degree. Up to 50% of the total graduate level credit hours, required in the graduate program, may be counted in meeting both the undergraduate and graduate degree requirements. Of those shared credits, students in an Accelerated Bachelor’s/Master’s program should begin their graduate program with the standard introductory course(s) for the program whenever possible. So that students may progress through the Accelerated Bachelor’s/Master’s program in a timely manner, undergraduate programs are encouraged to design their curriculum such that a student can complete some required graduate credit hours while completing the undergraduate degree. For instance, some of the graduate curriculum should also satisfy electives for the undergraduate major.

The program’s Graduate Director will designate credit hours to be shared through the advising form and master’s degree conferral review process. Shared credit hours will not be marked on the undergraduate record as having a special status in the undergraduate program. They will be included in the student’s undergraduate earned hours and GPA. Graduate credit hours taken during the undergraduate program will not be included in the graduate GPA calculation.

\(^1\) If students wish to transfer credits from another university to Loyola University Chicago, the program’s Graduate director will review the relevant syllabus(es) to determine whether it meets the criteria for a 400 level course or higher.

\(^2\) Programs with specialized accreditation requirements that allow programs to offer graduate curriculum to undergraduate students will conform to those specialized accreditation requirements.

\(^3\) In rare cases, the Graduate Director may authorize enrollment in a 400-level course for a highly qualified and highly motivated undergraduate, ensuring that the undergraduate’s exceptional participation in the graduate class will not diminish in any way the experience of the graduate students regularly enrolled.

\(^4\) For example, if a particular course is only offered once every 2-3 years, and a student has demonstrated the necessary ability to be successful, the Graduate Director may allow a student to take a graduate level course to be shared prior to the student being formally admitted to the graduate program. See, also, footnote 4.

\(^5\) Students should not, for example, attempt to negotiate themselves out of a writing intensive requirement on the basis of admission to a graduate program.

Graduation

Degrees are awarded sequentially. All details of undergraduate commencement are handled in the ordinary way as for all students in the School/College/Institute. In the graduate program, students abide by the graduation deadlines set forth by the graduate program. Students in these programs must be continuously enrolled from undergraduate to graduate degree program unless given explicit permission by their program for a gap year or approved leave of absence.

SES Shared Learning Outcomes

All SES majors share the following Program Learning Objectives, in addition to their unique major-specific Program Learning Objectives:

1. Articulate the foundational principles of natural and social sciences and humanities essential to solving environmental problems.
2. Critically evaluate the accuracy and credibility of information relating to environmental topics.
3. Employ knowledge and skills to design and implement solutions that contribute to a just and sustainable world.
4. Exemplify the values of environmental and social justice through actions to care for our common home and one another.